



Proposed Budget for Training Academy

The Coalition for Family and Children's Services, in partnership with DHS, will establish a training academy for provider staff. The Coalition is excited about this opportunity.

The goal of the academy will be to improve staff skills and knowledge through training in evidence based practice models and additional training developed to meet their training needs. By improving staff skills, our intent is to improve outcomes for abused children and their families and lessen front line turnover.

The Coalition will coordinate academy trainings with DHS trainings so that public and private staff can use the same language, models of practice and have similar expectations.

This first year's budget will provide the foundation for the long term goals of the training academy. This budget includes one time start up costs for the academy including purchase of training equipment, software and programming that will be used for the coming years, as well as funding for 8 months of training. The focus of the first year is to establish a strong foundation for the training academy. This will include research into training, work with agencies and the training committee on needed training, coordinating with DHS and other key stakeholders, and purchasing necessary equipment and software.

The Coalition will develop a training committee which will survey training needs, research evidence based practice and plan the statewide trainings. Our training committee will include Coalition and non-Coalition providers as well as DHS and other stakeholders.

The Coalition plans to explore the purchase of evidence based training models and the use of web based and telephonic training. Additionally, we plan to

begin a series of trainings which will be offered to beginning and experienced front line staff and their supervisors across the state, beginning this year.

This budget is based on starting the planning process in October and the trainings in November through the end of the fiscal year. We will provide training in each of the 8 service areas 2 times in the first 8 months and will provide statewide training in Des Moines 4 times prior to July 1.

Additionally we will coordinate with the DHS training committee and the Court Improvement project training venture.

Our priorities for the first 8 months will be:

- 1) To develop a base for on-going training for provider staff by developing a training academy.
- 2) To research evidence based training models which can be replicated.
- 3) To research what front line staff really need to improve outcomes for children through input from the training committee and through a series of questionnaires to staff and juvenile court judges.
- 4) To provide accessible, affordable, excellent training to provider front line staff.

We will review the outcomes of the elements of this proposal at the end of 6 months and make suggestions for change and improvement.